

## Everybody's Asking, "When is the ICSEW Conference?"

The 2004 ICSEW Conference Committee is pleased to give you a "heads up" on a unique opportunity to learn about "The Culture Within Us" at the Quinault Beach Resort in Ocean Shores on May 17 - 19, 2004.

We believe that by looking at the culture within our world and ourselves we will be able to broaden our understanding and become more successful in our work and personal environments. We can also become better stewards of the public trust by increasing our commitment to provide vital services to Washington State citizens.

Building on powerful speakers who will teach and enlighten us, we will add art, music, movement, and story-

telling to provide a forum in which working women at all levels can explore imaginative ideas and adopt innovative techniques to help them rise to new levels of responsibility, recognition, and reward.

NOTE: Allotment decisions and spending plans for the next biennium are being made now! Request permission from your supervisor today to join us at the 2004 ICSEW Conference. Our goal is to keep registration and meal costs under \$199.

The 2004 ICSEW Conference is also open to state employed men. Join us as we look at ourselves and our culture from many levels.

## Farewell From the Chair

By Annykay Melendez, ICSEW Chair

In my four years with ICSEW I have had the opportunity to actively participate as a member, Vice Chair, and Chair. I am very proud of what we have accomplished as a group and look forward to continued success for ICSEW and its members.

This has been one of the most rewarding experiences I have ever had. It gave me the opportunity to lead a fabulous group of women, organize our largest Take Our Daughters and Sons to Work Day event, organize our first ever Work First clothing drive, and organize a Foster Child's miscellaneous drive. As a committee we were also able to start a cell phone drive to help women and men in need of cell phones by working with Verizon

Wireless and the Washington State Domestic Violence Advocacy Organization. We also helped keep our state employees safe by providing classes on domestic violence and self defense.

I would like to thank all of the members for their contributions to ICSEW. I would especially like to thank the Executive Board members with whom I was able to lead and guide into helping make ICSEW successful. Each board member has been very hard working and supportive during my term as Chair and I could not have done it without them.

I would like to thank the Governor and his staff for their support and the State Auditor's Office for giving me the opportunity to work on such a great board.

## 2003 Governor's Award Recipients for Women Leaders in State Government

By Jeralyn Faulhaber

On May 7, 2003, Governor Gary Locke presented the Governor's Distinguished Management Leadership Award to 14 state employees, seven of which were women. The recipients demonstrated outstanding management excellence this past year. Locke also recognized an additional 13 managers, two of which were women, with Sustaining Leadership Awards for their outstanding leadership in government.

Established in 1985, both awards recognize state government managers for their leadership, customer and market focus, information and analysis, human resource development and management, process management, and business results.

Locke stated, "In state government we face an ever-growing demand to efficiently deliver services to the public with diminishing resources," Locke said. "Each year creative and dedicated state employees rise to the occasion and work hard to meet that challenge. I commend and thank these dedicated individuals for their tireless efforts to make a positive difference in the lives of the people of Washington."

The following is a tribute to the truly amazing women who were hon-

ored with this prestigious award. It is also dedicated to all the incredible women who support them, are our future award-winning managers, and to those who reach daily for the stars, achieve their goals, and make a difference. You go girls!

### Distinguished Managers:

**Peggy Brown, Department of Social and Health Services**

Brown worked with the Office of the Attorney General to bring a class-action lawsuit before the United States Supreme Court to protect the benefits for children in foster care. She also managed to secure an increase of approximately \$10 million per year in federal funding.

**Barbara Culley, Department of Veterans Affairs**

Culley played a key role in the development of a new, \$47.3 million, 240-bed, skilled nursing facility to replace the existing Veterans Home on the Retsil campus. The plan was selected by the United States Department of Veterans Affairs as the top project in the nation.

**Judy Devine, Department of Social and Health Services**

Devine played a key role in developing a cohesive organization within the agency, producing greater results

and stability through increased communication, teamwork, and performance. She was also instrumental in identifying the cost/benefit for department projects to the state to stay on time and budget.

**Kelly Honeychurch, Department of Labor and Industries**

Honeychurch developed and implemented a system to manage and measure results, resulting in an increase in audits completed and incoming revenue. She also played a key role in statewide outreach efforts with the building industry.

**Kathy Ramoska, Employment Security Department**

Ramoska's hard work has resulted in vast anti-fraud efforts in the Unemployment Insurance Division, detecting and preventing improper payments of \$20 million in 2002 and \$3 million to date in 2003.

**Victoria Roberts, Department of Corrections**

Roberts has collaboratively worked with the departments of Corrections and Social and Health Services for federal funding to enhance Corrections' supervision of sex offenders. She also was instrumental in several other measures that have saved the department and the state valuable resources.

**Mary Welsh, Department of Revenue**

Welsh helped to develop a fiscal note process and built a first-of-its-kind prototype system that provides accurate local codes and tax rates for any address in the state. These projects earned the department recognition in *Governing Magazine*.

### Sustaining Leaders:

**Claire Hasselholt, Department of Revenue**

Hasselholt led the development of an in-house tax database for employees on their personal computers. This database includes statutes, rules, court cases, and administrative decisions. *Taxpedia*, the resulting application, helps citizens better understand and comply with Washington's tax laws.

**Evelyn Rodriguez, Employment Security Department**

Rodriguez is responsible for the Human Resource system. She fostered a culture of participation in designing human resource support, equal opportunity planning, and staff training. She established teams to assist with the complete rewrite of the methods the agency uses for assuring equal opportunity for clients and employees in provision of services, appointment of local-area equal opportunity officers, and system-wide training for all staff.



**ICSEW**

Interagency Committee of State Employed Women

**2002-2003 Executive Board**

<http://icsew.wa.gov>

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to Work Day**

**Joyce Norris**  
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## Caring for Ourselves

The Health and Wellness Subcommittee is proud to present a series of three articles on balancing work and family life. The first article points to some symptoms of an unbalanced life and the effect on our wellbeing. Please stay tuned for more articles on this very important subject.

**By Buffy Beaudoin-Schwartz**

I recently had dinner with several women colleagues and we spent much of the dinner lamenting over our busy work schedules. We can and should empower ourselves to set limits and establish parameters for how much we will work each day and week.

Many of us were adamant that this is our wish, yet how much can one set parameters when the success of a project/job rests on one's shoulders? This question we continued to come back to over and over again.

We started to really evaluate how we take care of ourselves. If one of our kids was sick we all agreed that nothing would take precedence over getting to the doctor and staying home to make sure they could recover. Yet, if

one of us is sick or needs to go to the doctor, we found that few of us take the time to take care of ourselves. One woman dropped a table on her foot at work, yet rather than go to a doctor, she continued to work throughout the day and attended a reception in the evening with one high heeled shoe, a flat shoe, and a bag of ice. She could barely walk and was strongly encouraged to leave. She eventually had to leave and went straight to the emergency room.

Another woman had been in a four-car accident with a colleague the day before. The first ten minutes after the accident was spent ensuring everyone involved in the accident was okay. The next hour before they could leave was spent lamenting about the early morning meetings they were missing. Although these women did not have to go to the hospital, they both were experiencing classic signs of whiplash. Ignoring the signs that they should at least get checked by a doctor, they both claimed to be "too busy" and did not take the time to care for themselves.

Yet another woman mentioned that she had surgery two weeks before and felt guilty that she took several days off. My colleagues and I asked ourselves why it is that many women will take care of others yet at times ignore our own needs? We discussed a few of the signs that have forced us at times to take a step back and care for ourselves:

- You aren't taking time just for yourself.
- You aren't sleeping regularly.
- You know you are working too much.
- You aren't even attempting to exercise moderately.
- You always feel a little "off."
- You frequently feel tired and have new mood swings.
- You aren't getting out like you used to.
- You aren't having as much fun.
- You've had an infection, ache, or pain for an extended period of time.
- You are going without prescription refills because you can't get to the doctor.

## National Committee on Pay Equity

**Current Legislation:**

The National Committee on Pay Equity (NCPE) supports two bills in Congress aimed at curbing wage discrimination. The bills work on different aspects of wage discrimination and both are needed to fully close the wage gap.

The Fair Pay Act seeks to end wage discrimination against those who work in female-dominated or minority-dominated jobs by establishing equal pay for equivalent work. For example, within individual companies, employers could not pay jobs that are held predominately by women less than jobs held predominately by men if those jobs are equivalent in value to the employer. The bill also protects workers on the basis of race or national origin.

The Fair Pay Act makes exceptions for different wage rates based on national origin. The Fair Pay Act makes exceptions for different wage rates based on seniority, merit, or quantity or quality of work. It also contains small business exemption.

The Paycheck Fairness Act seeks to strengthen the Equal Pay Act of 1963. The bill expands damages under the Equal Pay Act and amends its very

broad fourth affirmative defense. In addition, the Paycheck Fairness Act calls for a study of data collected by the EEOC and proposes voluntary guidelines to show employers how to evaluate jobs with the goal of eliminating unfair disparities.

For more information on either of the bills above go to <http://thomas.loc.gov>.

Please contact your Congressional representatives and tell them to cosponsor these bills! You can find a list of Members by state and contact information at <http://www.house.gov/house/CommitteeWWW.html>.

For information on state legislation contact NCPE at (301) 277-1033 or the Center for Policy Alternatives at <http://www.stateaction.org>.



## ICSEW Training Information

**July 11, 2003** - Beginning and Intermediate Self Defense training at Labor and Industries Auditorium in Tumwater, Washington. Contact Vicki Meyer at (360) 725-7263 or see page 3 of this issue for registration information.

**July 15, 2003** - Turning Job Loss Into Personal Gain training by instructor Mimi Welch at Rowe Six Complex in Lacey, Washington.

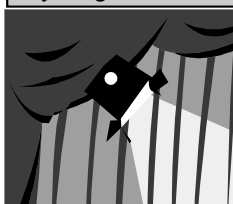
**September 11, 2003** - Succeeding During Times of Drastic Change training by instructor Kathy Bote' at Department of Natural Resources in Olympia, Washington.

**September 18, 2003** - Package A You They Can't Refuse training by instructor Mimi Welch at Rowe Six Complex in Lacey, Washington.

For more information on upcoming ICSEW trainings and registration information go to the ICSEW website at <http://icsew.wa.gov>.

## Spotlight Article

### ICSEW Health and Wellness Committee



The ICSEW Health and Wellness Committee was established in 1994 as a result of a non-scientific poll indicating health and wellness as one of the top four issues affecting women in state government.

The committee provides information, resources, and a network that allows all state employees to learn about the importance of health and wellness as well as how to improve these aspects of their lives.

Over the last year the committee has continued to provide information through articles and expanded the library of links on the ICSEW website. In addition, they have collected and compiled a list of state agency health and wellness coordinators. It is hoped that the individual agencies will develop a network amongst themselves.

The committee also participated in the Labor and Industries' Lifting Mind, Body, and Spirit Fair to meet and disseminate information on health

and wellness.

As for the near future, the committee plans to continue providing information through a variety of means. They are looking into what other types of health and wellness information would benefit state employees to expand their focus. One such area that keeps coming up is balancing professional and personal lives.

Vicki Rummig of the Office of Financial Management is the current Health and Wellness Chair. This will be her last year in the Chair position. When asked how the Health and Wellness Committee fits into ICSEW, Vicki replied, "I think it is important that health and wellness be recognized as a condition of working; both self-imposed conditions and conditions provided by our employers. By increasing health and wellness of state employees we increase the capacity and productivity both in physical health and morale."

## What Diversity Means to Me

By Debbie Ruggles, Department of Health

The word "diversity" conjures up all kinds of things for me. It is not just about the color of someone's skin or their physical or mental abilities. It is not about making sure we have someone of a certain race, gender, or ethnicity that we count on to be the spokesperson for all people "like them."

It is about approaching my workplace and the work I do with openness; seeking out opportunities for growth and learning about myself that in turn helps me understand the people I work with. Diversity to me means we are not all the same but we all hold gifts and value.

It means that I approach my coworkers and those in my circles of interaction with love and tenderness and a willingness to work on my own issues and beliefs rather than be judgemental about someone else. It means I learn to be an ally for others rather

than an adversary so they do not stand alone in my agency, my community, and my circles.

Women over time have been great allies for each other; finding room to share their stories, to tend their needs, and to build bonds. There have also been times, unfortunately, when women have turned on each other, have stopped listening, and no longer try to understand what other women are trying to find voices for.

The ICSEW is a great place to address oppression, build understanding of other cultures, and promote being allies for state employed women from all walks of life. A great website to support this effort is located at <http://www.beyondprejudice.com>.

I am committed to the work of anti-oppression and to the efforts of a culturally competent and diverse workplace. I encourage everyone to learn more about the issues of oppression and to strive for cultural competency in the world in which you walk.

## Always Command Respect - Even When You Don't Have A Manager's Title

The administrative profession is steadily expanding to include new levels of responsibility for admins including roles that are managerial in nature.

However, while the scope of the position is evolving, many admins feel unprepared for these supervisory roles. Adding to this challenge is the fact that many lack an official managerial title, meaning they don't always get the respect, attention, cooperation, or appreciation they deserve for all that they do.

If you are not already facing this common challenge you most likely will at some point in your career. The most important key to successfully take on managerial duties is to have confidence in yourself and your abilities.

You will undoubtedly hit some rough spots as you struggle with issues you have never faced before but keep in mind that this is a learning experience - a chance for you to take your career to new heights. Also remember that your boss would not have added

managerial responsibilities to your plate if they didn't think you could handle them.

In addition, to approaching your new responsibilities with confidence, these tips will help you make a smooth transition:

**Know your responsibilities.** Discuss with your boss exactly what is expected of you. Find out as much as you can about your new responsibilities so you and your boss are on the same page.

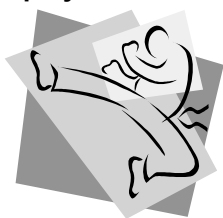
**Watch the managerial styles of others.** List the positive and negative characteristics of managers you have worked for or observed in your company.

**Build your communication skills.** You need to know how to talk to people and make people feel important.

**Be positive.** Keep a positive attitude no matter what kind of mood you are in. By being upbeat and always conveying a positive image of yourself, you will rub off on your peers.

### BEGINNING SELF DEFENSE (PERSONAL SAFETY)

Presented by the Interagency Committee for  
State Employed Women (ICSEW)



Instructor Clan Jacobs is a certified Defensive Tactics instructor, an 8th degree black belt, and a world class competitor and European champion.

*Attendees will learn the basics in personal safety. This will include classroom instruction (verbal defusing techniques) and limited self defense techniques to protect yourself from assault, muggings, rape, etc.*

Attendees will have the opportunity to practice learned self defense techniques on mats with other attendees. Please wear comfortable clothing and soft-soled shoes.

**Date:** Friday, July 11, 2003  
**Time:** 8:30am - 12:00pm  
**Cost:** \$30  
**Location:** Department of Labor and Industries Auditorium  
 Tumwater, Washington  
**Course Code:** 01-07-S008  
**Space is limited.**

If you have questions, contact Vicki Meyer at (360) 725-7263.

# Paving the Way for Future Transportation Professionals

## Washington State Department of Transportation Take Your Child to Work Day A Big Success

By Victoria Tobin

At this year's annual Take Your Child to Work Day event, children had the opportunity to learn everything from basic Computer Aided Drafting (CAD) skills to programming a Variable Message Sign (VMS). The day was a great success with 69 children and 18 parents participating in Dayton building activities. Even more children joined their parent/mentor at their individual work locations.

"It was rewarding to see the excitement in the kids's faces," said Janice Fahning, Assistant Project Engineer and coordinator for this year's events. "I'm proud to be part of the team that planned, presented, and volunteered to make this event come together."

The day was packed full of learning opportunities including morning sessions inside the building and in the parking lot outside. "The program was well planned including interesting and informative demonstrations by our creative staff at Dayton," said Marty Oenning who brought her granddaugh-

ter. "The day was nicely broken up by breaks and lunch. I'm glad I work for an organization that has the resources to put an event like this together."

The displays in the parking lot included a Truck Mounted Attenuator, an Incidence Response Team, a Major Accident Investigation Team, and demonstration of a VMS.

Inside the Dayton building were informational and demonstrational sessions including a Traffic System Management Center, CAD and Design, highway curve design, Cor-sim traffic modeling, land surveying, and air and noise demonstrations.

"Wow! What a day! Thank you to you and your team efforts for putting together such a wonderful program," said Nafisa Pashtaz, Traffic Safety Program Engineer. "My son John and I enjoyed the educational events so very much."

Highlights of the day included the afternoon field trips and tours. Field trips included a tour of the I-90 tunnel and bridge and the First Avenue bridge

tower. During the tours children were shown the control rooms and equipment needed to keep operations running clean and smooth.

Fun and interactive activities could also be found on the Take Your Child to Work Day intranet web pages. Listed were activities for children to do while shadowing a parent/mentor for the day. Available activities included a survey, introduction to MicroStation, and World Wide Web BINGO. Even Kaili's Kitchen joined in on the fun by having chocolate chip pancakes and child-friendly lunches available.

"I heard many wonderful comments on how fun the day was," said Barb Taylor of Reproductive Services. "This was a great opportunity to teach the children some great lessons in life that they can learn nowhere else."

A big thanks to all participants and to all Washington State Department of Transportation staff who helped with the event, hosted sessions and demonstrations, and took photographs. We couldn't have done it without you.

# Basic Rights in A Relationship

**You have the right...**

...to be heard by your partner and to be responded to with courtesy.

...to have your own view, even if your partner has a different view.

...to have your feelings and experiences acknowledged as real.

...to receive a sincere apology for any jokes you find offensive.

...to live free from accusation and blame.

...to have your work and your interests spoken of with respect.

...to encouragement and emotional support.

...to live free from emotional and physical threat.

...to be called by no name that devalues you.

...to be respectfully asked rather than ordered.

...to answers to questions that concern what is legitimately your business.

If you want further assistance not related to personal safety, call the 24-hour Response Line for the Crisis Clinic of Thurston-Mason County at (360) 586-2800 or toll free at 1-800-627-2211.

# What's Up? Adolescent Health Fact Sheets

By Lonnie Peterson

The Washington State Department of Health's Child and Adolescent Health Section provides a series of Adolescent Health Fact Sheets available to any adult who cares about teens. The fact sheets cover a wide range of topics including adolescent nutrition, teen suicide, physical growth, and drug and alcohol use.

Each fact sheet gives adults details on the specific topic of each fact sheet, why the topic matters, what they can do to help, and links to resources for more information.

You can access the Adolescent Health Fact Sheets by going to the Department of Health website at <http://www.doh.wa.gov> and clicking

on the publications link. You can also order them directly from the Department of Health warehouse by faxing your order to (360) 664-2929. The warehouse ordering form is also available on the Department of Health website.



# Did You Know...

**Few women earn more than their husbands.** In 2000, only 15 percent of women earned at least \$5000 more than their husbands annually, according to the United States Census Bureau.

**It is possible to compare different jobs.** Employers have used job evaluations for nearly a century to set pay and rank for different occupations within a company or organization. Today, two out of three workers are employed by firms that use some form of job evaluation. The federal government, the nation's largest employer, has a 70-year old job evaluation system that covers nearly two million employees.

**You can do something about pay equity.** If you need more information on how to resolve a personal situation involving unfair pay, you can call: The National Committee on Pay Equity at (202) 223-8360 x8.

*InterACT is published by the Communications Committee of the Interagency Committee of State Employed Women (ICSEW). Photocopying, distributing and posting of this publication is strongly encouraged. This publication is available in alternate formats. All persons interested in submitting articles or ideas for this publication should contact their agency's ICSEW representative or:*

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